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5 May 1961

PHYSICIAN RECRUITMENT REPORT1 May 1960 - 30 April 1961

I. Applications

- A. Total Number of Applicants 343
- (1) Responded to Medical Staff advertisement in the
AMA 311
- (2) Received from Woodward Medical Personnel Bureau 19
- (3) Referred by Agency Field Recruitment Branch 13
- B. Number rejected following review of initial letter 187
- C. Number followed-up on basis of original letter 156
(The initial follow-up by the Medical Staff consists of a
letter acknowledging the applicant's inquiry, Personal
History Statement, Report of Medical History (Form 89),
and PHS Appendix I (Attorney General's List))
- D. Number of follow-ups subsequently rejected 79
- This figure is based on two facts:
- (1) Applicants who did not reply to Medical Staff
correspondence.
- (2) Applicants rejected following receipt and review of
application forms.
- E. Number of remaining follow-ups 77
- F. Applicants placed in processing. 35
- G. Applicants invited to Washington for pre-employment interviews . 16

The results of these interviews are as follows:

- (1) Approved for employment (two candidates subsequently
withdrew application) 6(4)?
- (2) Psychiatric Staff recommended Medical Staff withdraw
interest. 5
- (3) Security disapproval. 1
- (4) Withdrew prior to completion of pre-employment interviews . 2
- (5) Medical Staff Panel disapproved 1
- (6) Pre-employment interviews incomplete. 1

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II. Summary

- A. Total applicants. 343
- B. Total rejected. 266
- C. Total followed-up 77
- D. Placed in processing. 35
- E. Pre-employment interviews 16
- F. *Approved for employment 4
- G. Applicants still in processing. 61

*Applicants who withdrew application excluded.

III. Cost of Recruitment

In order to reflect the total recruitment picture, it is necessary to include the actual amount of money expended; this expense is listed below:

- A. Total cost of the 16 pre-employment interviews. . . . \$3,058.79
- B. Average cost per pre-employment interview \$ 191.71
- C. Total cost of advertisement placed in the Journal of the American Medical Association as follows:
 - (1) Medical Administrator (2 mos.)(8 issues) \$ 277.20
 - (2) General Practice (3 mos.) (12 issues). \$ 260.40

IV. Conclusion

- A. A review of the preceding statistics reveals a net result of slightly more than 1% of the 343 applicants were found qualified for employment. This percentage will no doubt increase when the processing on the remaining 61 follow-ups is completed. However, in an attempt to project to the time when this processing would be completed, it is highly doubtful that the end result for this full year of recruitment would be more than 3%.
- B. In attempting an appraisal of these statistics, and of the present Medical Staff system of recruitment, the following questions are foremost in mind:
 - (1) In view of the number of applicants processed, could the percentage of those "qualified for employment" be considered average or below average?

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- (2) Are the end [REDACTED]
Medical Staff requirements.
- (3) Is there some means of eliciting possible disqualifying features of the applicant prior to pre-employment interviews?
- (4) Is the time spent on interviews adequate? Should it be increased or decreased?
- (5) Is there duplication by the interviewers?
- (6) Without violating security, does the Medical Staff offer as much information as possible about the position?
- C. In conclusion, it is suggested that those members of the Medical Staff primarily concerned with physician recruitment have the opportunity to discuss not only the above questions but all the various phases of the program.

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[REDACTED]
Personnel Officer
Medical Staff

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